

Assistant Headteacher

L12-16; Permanent; 1 Sep. '18 start

Person Specification

For this key post, we need a **highly effective teacher**, with **strong leadership and organisational skills**. We have no particular expectations with regard to length of service in the teaching profession, but the successful candidate will be able to demonstrate **sound judgement** and be a **flexible, creative thinker** with **high expectations** of themselves, other staff and students. He/she will understand what outstanding teaching and learning looks like and how this can be further developed. He/she will have a secure understanding of how data relating to student achievement can be collected, analysed and used as a basis for improving standards and intervention – especially for disadvantaged students.

The person appointed will need to be able to gain the respect of the whole school community, through **leading by example** and getting things done efficiently and effectively. Equally, they will understand how to get the best out of people by forming **strong, authentic relationships** across the school community.

Other important characteristics for the successful applicant are as follows:

- **a record of good health**
- **reliability and professionalism**
- **integrity**
- **resourcefulness**
- **determination and resilience**
- **a team player with a sense of humour**
- **strong communication skills**
- **analytical, with a good attention to detail**

For this appointment, as explained in the covering letter, applicants also need to be able to demonstrate that they can **teach English**, at least through KS3.

Evidence, and understanding, of significant leadership responsibility and, critically, impact on outcomes will be very important considerations for the interviewing panel.

Professional qualifications and training and/or post-graduate qualifications relevant to the role are not essential, but will also be considered in the decision-making process.

Naturally, the appointment will be made subject to a satisfactory Disclosure and Barring Safeguarding check, in line with our procedures.